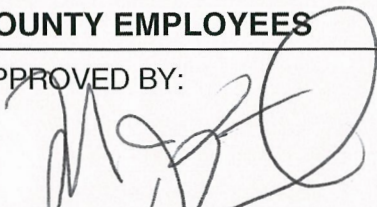




**LACDMH**  
LOS ANGELES COUNTY  
DEPARTMENT OF  
MENTAL HEALTH

## DEPARTMENT OF MENTAL HEALTH POLICY/PROCEDURE

|   |   |   |                                      |
|---|---|---|--------------------------------------|
| SUBJECT<br><b>POLITICAL ACTIVITIES OF<br/>COUNTY EMPLOYEES</b>  | POLICY NO.<br><b>608.05</b>               | EFFECTIVE<br>DATE<br><b>02/02/2015</b>      | PAGE<br><b>1 of 4</b>                |
| APPROVED BY:<br><br>Director | SUPERSEDES<br><b>608.5<br/>10/01/1989</b> | ORIGINAL<br>ISSUE DATE<br><b>04/02/1979</b> | DISTRIBUTION<br>LEVEL(S)<br><b>1</b> |

### **PURPOSE**

- 1.1 To establish a policy relating to the right to engage or participate in political activities of Los Angeles County Department of Mental Health (LACDMH) employees.

### **POLICY**

- 2.1 LACDMH recognizes its employees' rights of freedom of association and participation in politics or becoming candidates for public office.

### **PROCEDURE**

- 3.1 Permitted activities. An officer or employee of the LACDMH may:
- 3.1.1 Vote.
  - 3.1.2 Express opinions on all political subjects and candidates.
  - 3.1.3 Become a candidate for nomination or election in any partisan or nonpartisan campaign - national, state, or local. Note: County employees subject to the Hatch Act may not run for partisan elective office.
    - 3.1.3.1 The Hatch Act is a set of provisions in the United States Code (Title 5, §1501, et seq.) which governs the partisan political activities of employees of state or local agencies whose principal employment is in connection with an activity which is financed in whole or in part by loans or grants made by a federal agency. For the LACDMH, the Hatch Act would apply only to those grants which are received directly from the federal government. It does not include federally funded loans and grants which are received by the state and transferred to the County.





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- 3.1.4 Engage in partisan and nonpartisan political activities as an individual or as a member of a group.
- 3.1.5 Contribute to political campaign funds (but not on a County premise).
- 3.1.6 Join political organizations and vote on any questions presented.
- 3.1.7 Organize and manage political clubs; serve as an officer, delegate, or alternate, or as a member of any committee; address such club on any partisan or nonpartisan political matter (but not on a County premise).
- 3.1.8 Participate actively in political conventions such as by making motions or addressing and/or preparing resolutions.
- 3.1.9 Attend political meetings, rallies, caucuses, etc., and organize, prepare, or conduct such gatherings (but not on a County premise).
- 3.1.10 Participate actively or serve as an officer on any committee of a political organization, such as precinct committee member or chair of food committee at a campaign dinner.
- 3.1.11 Join a labor union, civic betterment group, or citizen's association.
- 3.1.12 Initiate, sign, or circulate partisan or nonpartisan nominating petitions; distribute campaign literature, badges, etc. (but not during working hours or on County premises).
- 3.1.13 Wear badges or buttons; display bumper stickers, pictures, or posters on automobiles or in windows of home.
- 3.1.14 Speak publicly or write letters or articles for or against any political candidate; endorse or oppose such candidate in a political advertisement, broadcast, campaign literature, or similar material (but not during working hours or on County premises).
- 3.1.15 Own stock in, publish, or be connected with the management or editorial policy of a partisan newspaper.



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- 3.1.16 Manage the campaign of a political candidate (but not during working hours or on County premises).
- 3.1.17 Make or solicit political contributions (except from other County employees or those on County employment lists).
- 3.1.18 Solicit contributions to promote or defeat a ballot measure which would affect County employee's pay, hours of work, civil service, or other working conditions (except from other County employees or those on County employment lists).
- 3.2 Prohibited activities. An officer or employee of the LACDMH may not:
  - 3.2.1 Engage in any political activity whatsoever during working hours or on County premises.
  - 3.2.2 Place or attach any political poster, stickers, signs, or similar material on County property.
  - 3.2.3 Solicit contributions, signatures, or other forms of support for political candidates, parties or ballot measures on County premises at any time. (Example: A County employee or a member of the general public may not solicit signatures for a nominating petition in a County building or on County property.)
  - 3.2.4 Use directly or indirectly official authority to interfere with any election or to influence the political actions of other County employees or any member of the general public. (Example: County employees may not attempt to influence anyone's vote by such methods as promising or threatening to withhold or deny a position, promotion, or other benefit.)
  - 3.2.5 Favor or discriminate against any employee or person seeking County employment because of political opinions or affiliations.
  - 3.2.6 Participate in any political activities of any kind in County uniform. (Example: sheriff's deputies, fire fighters, ambulance crews, and security guards may not participate in political activities of any kind at any place wearing County uniform.)





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3.3 Employees may request leaves of absence without pay to engage in political activities. The Director of LACDMH may grant such leaves of absence without pay, not to exceed twelve (12) months, provided the employee has submitted a written request and such request has been approved by the appropriate Deputy Director.

3.3.1 Employees who are subject to the basic political activity prohibitions while on active duty are equally subject to such restrictions when on paid or unpaid leave. (Example: An employee on leave of absence is restricted from participating in the solicitation of names on or within County premises, but would not be restricted from soliciting names outside of County premises.)

### **AUTHORITY**

1. California Labor Code §1101 and §1102
2. United State Code Title 5 §1501, et. seq
3. County Counsel Opinion, May 1, 1978

### **RESPONSIBLE PARTY**

LACDMH Human Resources Bureau